

HRD/CR/2021/03/1045990

March 19, 2021

Akarsh Singh
Emp. No. 1045990
DNA

Dear Akarsh,

In a time where challenges have transformed the way we work and think, your support has helped us navigate through it on the front foot. We thank you for moving ahead despite the challenges and ensuring world-class delivery to our stakeholders. At Infosys, we assure that you will find meaning and purpose to build the transforming enterprise, continuously learn, and move forward and upwards.

We are pleased to revise your compensation in acknowledgment of your commitment and performance with effect from **January 01, 2021**.

The revised compensation is:

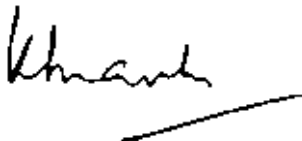
Total Gross Salary: INR 58,501/- per month

(Inclusive of Performance Bonus at an indicative pay out of 100%)

All other terms and conditions of your employment remain unchanged.

As we continue to build digital tomorrows for our clients, we look forward to you being an integral part in building these journeys.

Best regards,



Shankar Krishnamurthy
EVP and Group Head – Human Resources

Emp. No. 1045990
Role Designation: Technology Analyst
PL: 4
Unit: DNA

ANNEXURE I

SALARY COMPONENTS	CURRENT SALARY Amount (in INR per month)	REVISED SALARY Amount (in INR per month)
Fixed Salary		
Basic Salary	14,640 /-	18,000 /-
Fixed Dearness Allowance*	1,100 /-	NA
Basket of Allowances	27,217 /-	28,025 /-
Bonus / Ex-Gratia	3,148 /-	3,600 /-
Retirement Benefits		
Provident Fund	1,889 /-	2,160 /-
Gratuity	757 /-	866 /-
Total Fixed Salary	48,751 /-	52,651 /-
Performance Bonus**	5,417 /-	5,850 /-
TOTAL GROSS SALARY	54,168 /-	58,501 /-
TOTAL GROSS SALARY (per annum)	650,016 /-	702,012 /-

Basket of allowance includes HRA, LTA, Medical, Children's Education, and Transport Allowance.

**Fixed Dearness Allowance has been merged with Basic Salary.*

***Infosys Limited operates a non-contractual discretionary Performance Bonus Plan. The Performance Bonus is paid out on a quarterly basis. The payment of Performance Bonus will happen in August, November, February and May respectively for the period of April to June, July to September, October to December and January to March. The actual payment of Performance Bonus will vary based on the Company, Unit / Department and individual performance. Please note that to be eligible for Performance Bonus payment for a given evaluation period, you need to be on the rolls of the Company as on the last date of the evaluation period under consideration.*

The Company reserves the right to change the provisions under this Bonus Plan, by giving prior notice to the concerned employees.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.